



DIVERSITY CALENDAR

JANUARY 2008-DECEMBER 2008

As of July 2005, the Census Bureau reports a total U.S. population of 296.4 million. Of this total, Hispanics comprise 42.7 million Americans while blacks, including both African Americans and more recently arrived Africans and blacks of Caribbean origin, total 39.7 million. The Census identified 14.4 million Asians, 4.5 million American Indians and Alaska natives and nearly 1 million native Hawaiians and Pacific islanders.

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While great care has been taken in compiling the information in this calendar, the Oregon State Civil Rights Advisory Committee cannot accept responsibility for any errors. Information may have changed or the event may have been cancelled after this calendar went to press. Please call ahead to verify date and event information.

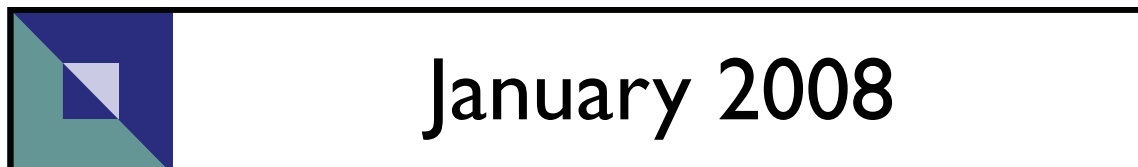
Thank you to the Oregon State Civil Rights Advisory Committee for their participation in gathering information for this calendar: Leo Preston (January), Cory Owens (February), Ginny Cairo (March), Marjorie Crooker (April), Dave Dishman (May), Darca Glasgow (June), Phil Morton (July), Amy Bell (August), Misty Falcon (September), Kacee Lathrop (October), Gina Kerzman (November), Trent Luschen (December). If you are interested in contacting a committee member, please visit us at: www.or.nrcs.usda.gov/about/civilrights.html or contact us through our information located at the back of this calendar.



Oregon Civil Rights Advisory Committee
www.or.nrcs.usda.gov/about/civilrights.html

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NRCS Tel: (541) 278-8049 x: 103

People in Partnership for a Healthy Land



January 2008

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NATIONAL MENTORING MONTH

Acknowledging mentoring and the positive impact it can have on young lives is the goal of this month-long celebration. The time brings national attention to the need for mentors, as well as how individuals, businesses, government agencies, schools, faith communities, and nonprofits can work together to ensure healthy and productive lives for young people

- 1st — New Years Day (International)
- 1st — Shogatsu (Shinto)
- 1st — Festival of St Basil (Christian)
- 5th — Birthday of Guru Gobind Singh (Sikh)
- 6th — Theophany (Christian)
- 6th — Epiphany ((Twelfth Day)
- 6th — Dia de los Reyes (Three Kings Day)
- 7th — Christmas Day (Armenian Orthodox; Ethiopian)
- 8th — New Moon
- 9th — Islamic New Year
- 10th — Eid-ul-adha (Muslim)
- 16th — Religious Freedom Day
- 18th — Aashura (Islam)
- 21st — Martin Luther King Jr. Observed
- 22nd — Full Moon
- 22nd — Tu B'Shevat (Jewish)
- 22nd — Mahayana New Year (Buddhist)
- 24th — Thank your Mentor Day
- 25th — St Paul's Day (Christian)
- 27th — National Holocaust Memorial (UK)

www.mentoring.org

www.ormentors.org/

www.WhoMentoredYou.org



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February 2008

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AFRICAN AMERICAN HISTORY (BLACK HISTORY MONTH)



Carter G. Woodson
December 19, 1875-April 3, 1950

The Association for the Study of African American Life and History (ASALH) has chosen:

Carter G. Woodson and the Origins of Multiculturalism

as the theme for 2008's Black History Month. Born in Virginia in 1875 to former slave parents, Woodson prioritized his education in the face of economic hardship. Graduating high school at the age of twenty he went on to a Bachelor of Literature (Berea College, Kentucky), M.A. (Sorbonne University, Paris), and finally in 1912 a Ph.D. in history from Harvard. Woodson is known as the "Father of Black History" because of his work to promote awareness of black history to all peoples and to elevate African Americans in history to the same status as other Americans. To accomplish these tasks, he and several friends established the Association for the Study of Negro Life and History in 1915. This organization exists today as the ASALH. In 1916, through the ASALH, he started the Journal of Negro History, which is published today as the Journal of African American History. In 1926, Woodson drew upon various other celebrations of black history to develop Negro History Week, which was the beginning of the modern Black History Month sponsored by the ASALH and celebrated in Canada, the USA, and the UK (in October). It was Woodson's hope that a time would come when Negro History Week would be unnecessary; when all Americans would willingly recognize the contributions of Black Americans as a legitimate and integral part of the history of this country. Woodson was also an accomplished author publishing several books and papers regarding all facets of Black History. For more information go to:

<http://www.chipublib.org/002branches/woodson/woodsonbib.html>

- Birth of Frederick Douglass (exact date unknown)
- 1st — National Freedom Day (celebrates signing of the 13th amendment of the Constitution)
- 1st — Wear Red Day (to support women's heart health)
- 2nd — Groundhog Day
- 5th — Marid Gras
- 6th — Ash Wednesday (Christian)
- 7th — Chinese New Year
- 8th — Boy Scout Day
- 11th — Thomas Edison's Birthday
- 12th — Abraham Lincoln's Birthday (US)
- 14th — St Valentine's Day (Christian) (Can, US)
- 15th Susan B. Anthony's Birthday
- 15th — Nirvana Day (Buddhist)
- **18th — President's Day (US)**
- 18th — Pluto Discovered
- 29th — Leap Year Day



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March 2008

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WOMEN'S HISTORY MONTH

"GENERATIONS OF WOMEN MOVING HISTORY FORWARD"

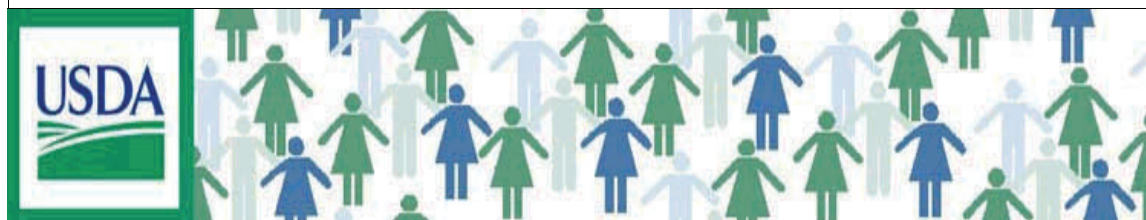
The evolution of a month to honor women began on March 8, 1857, when garment workers in New York City staged one of the first organized protests by working women. Since then, women's groups internationally have designated times to mark this day and the many other accomplishments of women. In an effort to begin adding women's history into educational curricula, a Women's History Week was initiated in 1978. By 1981, the week was a national event, and in 1987, the National Women's History Project successfully petitioned Congress to include all of March as a celebration of women. For more information, go to

www.nwhp.org

- 3rd — Full Moon
- 3rd — Hina Matsuri or Girl's Festival (Japan)
- 8th — Day for Women's Rights and International Peace (U.N.)
- 10th — Harriet Tubman Day (U.S.)
- 11th — Johnny Appleseed Day (U.S.)
- 12th — Tree Planting Day (China)
- 14th — Pi Day (U.S.)
- 16th — Palm Sunday (Western)
- 17th — St. Patrick's Day (U.S.)
- 20th — Vernal Equinox
- 21st — Full Moon
- 21st — Good Friday (Western)
- 21st — Internat'l Day for the Elimination of Racial Discrimination (U.N.)
- 22nd — World Water Day (U.N.)
- 23rd — Easter Sunday (Western)
- 31st — Cesar Chavez Day
- 31st — Mawlid al-Nabi (Muhammad's Birthday)

March is Irish American Heritage Month

[Saint Patrick's Day](#) is widely celebrated across the United States as a day of celebration of all things Irish and faux-Irish, especially in New York. Parades, parties, and other festive events mark the day.



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April 2008



CELEBRATE EARTH DAY

USDA Farm Service Agency continues to strive for on-going progress in diversity issues, it is committed to doing more than simply adhering to standards and guidelines.

USDA provides opportunities for creative and cultural exchange of ideas and as a result, establishes a plan for recognizing and promoting diversity that is accountable, creative, and realistic to reflect the needs of the service delivery area. Our goal is to ensure that all employees recognize and welcome diversity as an integral part of their careers.

- **1st — April is Autism Awareness Month**

- 1st — April Fools Day
- 2nd — Oregon Professional Educator Fair
- 3rd — Jane Goodall Birthday (biologist) (born 1934)
- 5th — Booker T Washington Birthday (educator) (born 1856)
- 5th — Woodburn Tulip Festival goes thru 4/20
- 6th — First New Moon
- 6th — Race for the Roses (Portland Oregon)
- 6th — Peary, Henson and four Eskimos were first people to reach North Poll, 1909
- 15th — Holocaust Remembrance Day
- 20th — Full Moon
- 20th — First Day of Passover (Jewish)
- 20th — Party For The Planet with your favorite party animals!
- 20th — Pesach (Jewish)
- 21st — Administrative Professional's Day (Can, US)
- 22nd — Earth Day (US)
- 24th — Take your Child to Work Day
- 25th — First Seeing Eye Dog Used 1928
- 25th — Holy Friday (Orthodox)
- 26th — Ag Fest Salem Oregon thru 4/27th
- 27th — Orthodox Easter
- 30th — George Washington took office as first US President 1789

Take Our Daughters And Sons To Work® Day program was founded by the [Ms. Foundation for Women](http://Ms.FoundationforWomen.org) to create an opportunity for girls and boys to share and communicate their expectations for the future.

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| | | 1  | 2 | 3 | 4 | 5 |
| 6 1st New Moon After The Spring Equinox | 7 World Health Day | 8 | 9 | 10 Encourage a Young Writer Day | 11 Jackie Robinson first African- American to play baseball | 12 |
| 13 Nepalese New Year | 14 | 15 | 16 | 17 Gerry Mock first women to fly solo around the world 1964 | 18 Independence Day Zimbabwe | 19 |
| 20 Celebrate Earth Day at the Ore- gon Zoo. | 21 | 22  | 23 | 24 | 25 Arbor Day (last Friday in April) ANZAC Day | 26 |
| 27 | 28 | 29 April Greenery Day Japan | 30 | | | |



People in Partnership for a Healthy Land



May 2008

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ASIAN PACIFIC AMERICAN HERITAGE AND OLDER AMERICANS MONTH

The rich legacy of Asian Pacific Americans has strengthened the U.S. as a nation. Asian Pacific Americans, a term that encompasses many ethnic groups, worked tirelessly to build a national railroad infrastructure, paving the way for western expansion. The first Asian Pacific Heritage Week was celebrated in 1979, in response to little or no recognition of this population in the 1976 bicentennial celebrations. By 1990, the celebration was a month long and then made official in 1992. **Asian-Pacific American** is a term, increasingly used in the U.S. to include both [Asian Americans](#) and Americans of [Pacific Island](#) ancestry, sometimes but not always including [Hawaiians](#) in the U.S. outside Hawaii.

Contributions of older Americans, in addition to the wisdom, strength, and compassion they instill in their families and communities, are celebrated during this month. In 1963, President John F. Kennedy designated May as Senior Citizens Month. President Jimmy Carter changed the name to Older Americans Month in 1980.

- 1st — May Day
Ascension Day
National Day of Prayer (US)
Labour Day (Belg, Fr, Ger, It, Mex, Sp, Switz)
- 2nd — May Day (Great Britain)
- 3rd — Constitution Memorial Day (Japan)
- 5th — Cinco de Mayo (Mex)
Children's Day (Japan)
- 8th — VE Day (US)
- 9th — Victory Day (Russia)
- 10th — Israel's Independence Day (Israel)
- 11th — Mother's Day (Canada, US)
Whitsunday—Pentecost (International)
- 12th — Native American Rights Day (US)
Whit Monday—Pentecost (International)
- 15th — International Day of Families
- 17th — Armed Forces Day (US)
- 18th — Peace Day
Flag Day (Haiti)
- 19th — Victoria Day (Canada)
World Day for Cultural Diversity for Dialogue & Development
- 22nd — International Day for Biological Diversity
Lag B'Omer (Jewish)
- 25th — Africa Day (US)
- 26th — Memorial Day Observed (US)
- 28th — National Senior Health & Fitness Day
- 29th — Memorial Day (US)



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June 2008

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People in Partnership for a Healthy Land

CELEBRATE EQUALITY

Until recently, Pride Days for individuals who are gay, lesbian, bisexual, or transgender (GLBT) were celebrated at many different times all over the U.S. The most significant date in GLBT history occurring in June was the three-day protest in 1969 at the Stonewall Inn in New York City, an event that marked the first time the gay community joined together to fight for its rights, thereby gaining national attention.

The Stonewall Inn was declared a national historical landmark in March 2000, cited as the birthplace of the modern gay and lesbian civil rights movement.

- May 30—June 8—Portland Rose Festival
- 2-7—Sagebrush Scramble Quilt Shop "Hop" - Wallowa County
- 4-8—International Croquet Invitational—Welches
- 5th— World Environment Day (United Nations General Assembly)
- 6th— Nathan Hale's birthday (died at 21) - 1755
- 13- 15 —Tigard Festival of Balloons
- 14-15 — Portland Pride—Tom McCall Waterfront Park—Portland
- 14th — Flag Day (US)
- 14th— Harriet Beecher Stowe's birthday - 1865
- 15th — Father's Day (Can, US)
- 17th— James Weldon Johnson's birthday—1871
- 19th — Juneteenth (aka Freedom Day or Emancipation Day)
- 20th — SUMMER BEGINS
- 21st—National Go Skateboarding Day (USA)
- 21st— Mountain Lake Challenge (Biking) - Ashland
- 22nd— George Vancouver's birthday —1757
- 24th — St. John Baptist Day (Can)
- 27—July 6— 2008 US Olympic Team—Track & Field Trials—Haywood Field—Eugene
- 28-29— Oregon Buckaroo BBQ Championship—Molalla

Human Rights Campaign www.hrc.org

The Human Rights Campaign is America's largest civil rights organization working to achieve gay, lesbian, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against GLBT citizens and realize a nation that achieves fundamental fairness and equality for all.

USDA GAY & LESBIAN EMPLOYEE ADVISORY COUNCIL

http://www.ascr.usda.gov/usda_employee_gleac.html

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July 2008

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| | | 1 Special Recreation for the Disabled Day | 2 Civil Rights Act 1964 | 3 Stay out of the Sun Day | 4 Independence Day | 5 Amendment 26 passed in 1971 Voting age now |
| 6 Cherry Pit Spitting Day | 7 | 8 | 9 Independence Day Argentina | 10 Don't Step On a Bee Day | 11 World Population Day | 12 Hot Dog Day |
| 13 National Chicken Day | 14 Bastille Day | 15 Cow Appreciation Day | 16 | 17 | 18 | 19 |
| 20 National Ice Cream Day | 21 | 22 | 23 Detroit Riots of 1967 | 24 | 25 One Voice Day | 26 ADA signed into law In 1990 |
| 27 Parents Day | 28 National Cowboy Day | 29 | 30 | 31 | | |

CIVIL RIGHTS ACT of 1964

In a nationally televised address on June 6, 1963, President John F. Kennedy urged the nation to take action toward guaranteeing equal treatment of every American regardless of race. Soon after, Kennedy proposed that Congress consider civil rights legislation that would address voting rights, public accommodations, school desegregation, nondiscrimination in federally assisted programs, and more.

Despite Kennedys assassination in November of 1963, his proposal culminated in the Civil Rights Act of 1964, signed into law by President Lyndon Johnson just a few hours after Senate approval on July 2, 1964. The act outlawed segregation in businesses such as theaters, restaurants, and hotels. It banned discriminatory practices in employment and ended segregation in public places such as swimming pools, libraries, and public schools.

Passage of the act was not easy. House opposition bottled up the bill in the House Rules Committee. In the Senate, opponents attempted to talk the bill to death in a filibuster. In early 1964, House supporters overcame the Rules Committee obstacle by threatening to send the bill to the floor without committee approval. The Senate filibuster was overcome through the floor leadership of Senator Hubert Humphrey of Minnesota, the considerable support of President Lyndon Johnson, and the efforts of Senate Minority Leader Everett Dirksen of Illinois, who convinced Republicans to support the bill.

“If we can not end our differences, at least we can make the world safe for diversity.”

John Fitzgerald Kennedy



People in Partnership for a Healthy Land

Oregon Civil Rights Advisory Committee

August 2008

Celebrate Diversity Month

Minority Groups Now One-Third of U.S. Population

A month to honor the diversity surrounding us was first celebrated as Appreciate Diversity Month from August 15 to September 15. As of 2006, this period of time set aside to gain a deeper understanding of each other and to develop a greater sense of connection is designated in July. One way to build connections with those we don't usually get the opportunity to know is to explore the cultural celebrations and significant life events of others.

THE FUTURE: EVERYONE A MINORITY?

Future Americans may come to view the very concept of minority groups as a thing of the past. With intermarriage rates high, the American future may come to resemble well-known individuals of mixed racial heritage, like golfer Tiger Woods, actor Keanu Reeves or singer-songwriter Norah Jones. As Gregory Rodriguez, Irvine Senior Fellow at the New America Foundation, writes: "What, when each generation is more racially and ethnically mixed than its predecessor, does race even mean any more?"

The *Orange County (California) Register* reports on the rise of the "hapa" American. Derived from the Hawaiian term "*hapa haole*," or "half white," it has been adopted by Americans of mixed Asian or Asian and other parentage.

Hapas have grown significantly in number, and now are the second largest subgroup (after the Chinese) in the Asian Pacific American population. Hapa encompasses a kaleidoscopic range of identities. Early Sikh immigrants to California often intermarried with Mexican American women. Second- and third-generation Japanese Americans (*nisei* and *sansei*) have "out-married" in significant numbers.

At Cornell University, the student Hapa organization decided that "mixed Asian ancestry" was too restrictive a definition. It expanded criteria for membership to "all mixed (and non-mixed people)." Hapas are not a separate group, but part of the constituency of every ethnic community," the students wrote.

The 2000 Census was the first to afford Americans the opportunity to identify themselves as "mixed race" or "mixed ethnicity." This was not enough for Sean Lennon, son of English musician John Lennon and Japanese-American Yoko Ono. Lennon has proudly adopted the hapa identity. "I'm not asking for hapa history month, but how about a weekend?" he has written. www.usinfo.state.gov

- 5th — Friendship Day (US)
- 6th — The Transfiguration (Christian)
- 6th — Summer Bank Holiday (GB)
- 15th — Assumption Day (Belg, Fr, Ger, It, Sp, Switz))
- 15th — Month of Elul Begins (Jewish)
- 23rd — Day for the Remembrance of The Slave Trade & Its Abolition
- 26th — Women's Equality Day
- 27th — Late Summer Holiday (GB)
- August— Huckleberry feast (Confederated Tribes of Warm Springs *Tribal only no dates given)

The USDA Minority Farm Register <http://www.fsa.usda.gov/pas/publications/mfmr/default.htm>

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| | | | | | 1 Bend 1st Friday gallery walk Diamond Lake to Mt Bachelor relay | 2 National Ice- Cream sandwich Day |
| 3 National Watermelon day | 4 Coast Guard Day | 5 National Night out Day Friendship Day | 6 The Transfiguration Day Summer Bank Holiday | 7 Polk Co Fair 7th-11th | 8 Sneak some zucchini onto your neighbors porch night | 9 National Polka Festival |
| 10 Smithsonian Day | 11 International left hander's day | 12 Eleanor Roosevelt Day | 13 Herbet Hoover Day | 14 National Navajo Code Talkers Day | 15 Assumption Day Month of Elul Begins(Jewish) | 16 Silverton Fine Arts Festival 16th-17th National Bratwurst Festival |
| 17 | 18 | 19 National Aviation Day | 20 | 21 Poets Day | 22 Oregon State Fair 8/22-9/1 Portland to coast walk 8/22-8/23 Raises \$ for American Cancer | 23 Day for the remembrance of the Slave Trade & its abolition |
| 24 Pony Express Day Vesuvius Day National Waffle day | 25 National Second Hand wardrobe day | 26 Women's Equality Day | 27 | 28 Race your mouse around the Icons Day | 29 More Herbs, Less Salt Day | 30 |
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People in Partnership for a Healthy Land

September 2008

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Hispanic Heritage Month

Hispanic Heritage Month begins on September 15 because this day marks the anniversary of independence for five Hispanic countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico achieved independence on September 16, and Chile on September 18.

The term Hispanic, as defined by the U.S. Census Bureau, refers to Spanish-speaking people in the United States of any race. On the 2000 Census form, people of Spanish/Hispanic/Latino origin could identify themselves as Mexican, Puerto Rican, Cuban, or "other Spanish/Hispanic/Latino." More than 35 million people identified themselves as [Hispanic or Latino](#) on the 2000 Census.

- 1st — Labor Day
- 2nd — Ramadan
- 11th — Patriot Day
- 15th — Full Moon
- 16th — Hurricane Katrina National Day of Prayer and Remembrance.
- 16th — Trail of Tears Commemoration Day
- 19th — National POW/MIA Recognition Day
- 22nd — First day of AUTUMN
- 26th — Native American Day
- 29th — New Moon
- 30th — Rush Hashanah Feast of Trumpets

9/11 Patriot Day "We remember and honor those who perished in the terrorist attacks of September 11, 2001. We will not forget the events of that terrible morning nor will we forget how Americans responded in New York City, at the Pentagon, and in the skies over Pennsylvania -- with heroism and selflessness; with compassion and courage; and with prayer and hope. We will always remember our collective obligation to ensure that justice is done, that freedom prevails, and that the principles upon which our Nation was founded endure." G.W. Bush



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People in Partnership for a Healthy Land

DISABILITY AWARENESS MONTH



In 1945, in an effort to assist disabled veterans, Congress designated the first week of October as National Employ the Physically Handicapped Week. In the 1970s, a historic shift in disability public policy occurred. For the first time, the exclusion and segregation of people with disabilities was viewed as discrimination. This shift in attitude and the efforts of disability activists led to significant changes in laws, such as the passage of the Americans with Disabilities Act in 1990 and the designation of a full month to recognize the potential of America's 30 million working-age people with disabilities.

October Events and Holidays

- [National Day \(China, People's Republic of\) - Oct 1](#)
- [International Day of Non-Violence - Oct 2](#)
- German American Heritage Day - Oct 6
- [Thanksgiving \(Canada\) - Oct 13](#)
- [Columbus Day \(US\) - Oct 13](#)
- National Boss Day - Oct 16
- [Apple Day - Oct 21](#)
- [United Nations Day - Oct 24](#)
- [Halloween - Oct 31](#)

Month-long observances

- [Filipino American History Month \(US\)](#)
- National [Domestic Violence Awareness Month \(US\)](#)
- National [Disability Employment Awareness Month \(US\)](#)
- National Energy Month
- [National Breast Cancer Awareness Month \(US & Canada\)](#)
- Campaign for Healthier Babies Month
- [National Hispanic Heritage Month \(Sept 15 to Oct 15 in US\)](#)
- [Italian American Heritage Month](#)
- [Polish American Heritage Month](#)

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November 2008

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People in Partnership for a Healthy Land

AMERICAN INDIAN/ALASKA NATIVE AND VETERAN'S MONTH

"Restoration"

There are currently nine Indian reservations in Oregon. Oregon tribes entered into treaties with the US in the mid-1800's. Decades later, several were "terminated" and no longer federally recognized and their lands turned over to the government. After long court battles, a few had their recognition "restored." Thus, "Restoration Day" for two tribes takes place in November, and are tribal holidays. To find out more, visit a tribal website listed below.

- 2nd—Daylight Savings Time Ends
- 11th — Veterans Day (US) End of WWI - 1918
- 15th — America Recycles Day
- 18th—Restoration Day (Confederated Tribes of the Siletz)
- 22nd—Restoration Day (Confederated Tribes of Grand Ronde)
- 27th — Thanksgiving (US, Jpn)
- 27th—Thanksgiving Mini Pow Wow—Warm Springs

♦ [Confederated Tribes of the Umatilla Indian Reservation Website: www.umatilla.nsn.us](http://www.umatilla.nsn.us)

♦ [Confederated Tribes of the Warm Springs Indian Reservation website: www.warmsprings.com](http://www.warmsprings.com)

♦ [Confederated Tribes of the Siletz Tribe Website: http://ctsi.nsn.us](http://ctsi.nsn.us)

♦ [Burns Paiute Tribe Website: http://www.burnspaiute.nsn.gov/index.html](http://www.burnspaiute.nsn.gov/index.html)

♦ [Confederated Tribes of Grand Ronde Website: www.grandronde.org](http://www.grandronde.org)

♦ [Cow Creek Band of Umpqua website: www.cowcreek.com](http://www.cowcreek.com)

♦ [Confederated Tribes of the Coos, Lower Umpqua, and Siuslaw Tribes Website: http://216.128.13.185/CTCLUSINEW/Home/tabid/36/Default.aspx](http://216.128.13.185/CTCLUSINEW/Home/tabid/36/Default.aspx)

♦ [The Klamath Tribe Website: www.klamathtribes.org](http://www.klamathtribes.org)

♦ [NRCS American Indian/Alaska Native Employees Association Website: www.aianea.com](http://www.aianea.com)

Oregon Civil Rights Advisory Committee
www.or.nrcs.usda.gov/about/civilrights.html

FSA Tel: (541) 472-1474
NRCS Tel: (541) 278-8049 x: 103

December 2008

HAPPY HOLIDAYS

International Human Rights Day reminds us of persisting human rights problems in our communities and in the world, and of the enormous efforts still required to make human rights a reality for all. – Secretary General Kofi Annan, 12/10/2004

HUMAN RIGHTS Virtually every United Nations body and specialized agency is involved to some degree in the protection of human rights. One of the great achievements of the United Nations is the creation of a comprehensive body of human rights law, which, for the first time in history, provides us with a universal and internationally protected code of human rights, one to which all nations can subscribe and to which all people can aspire. Not only has the Organization painstakingly defined a broad range of internationally accepted rights — including economic, social and cultural, as well as political and civil rights; it has also established mechanisms with which to promote and protect these rights and to assist governments in carrying out their responsibilities.

Human rights law The foundations of this body of law are the United Nations Charter and the Universal Declaration of Human Rights, adopted by the General Assembly in 1948. Since then, the United Nations has gradually expanded human rights law to encompass specific standards for women, children, disabled persons, minorities, migrant workers and other vulnerable groups, who now possess rights that protect them from discriminatory practices that had long been common in many societies. Rights have been extended through groundbreaking General Assembly decisions that have gradually established their universality, indivisibility and interrelatedness with development and democracy.

- 1st — AIDS Awareness Day (World)
- 2nd — International Day for the Abolition of Slavery
- 3rd — Special Kids Day
- 3rd — International Day of Disabled Persons
- 5th — International Volunteer Day for Economic & Social Development
- 6th — St. Nicholas Day (International)
- 6th — Miner's Day
- 7th — Pearl Harbor Day (US)
- 8th — Bodhi Buddha's Enlightenment (Buddhist)
- 10th — Human Rights Day (International)
- 12th — Our Lady of Guadalupe (Mex)
- 15th — Bill of Rights Day
- 18th — International Migrants Day
- 21st — Hanukkah
- 23rd — Emperor's Birthday (Jpn)
- 25th — Christmas Day (International)
- 26th — Kwanzaa (US)
- 26th — Boxing Day (Can)
- 26th — St. Stephen's Day (Ger, GB, Sp)
- 29th — Islamic New Year
- 31st — New Years Eve (International)

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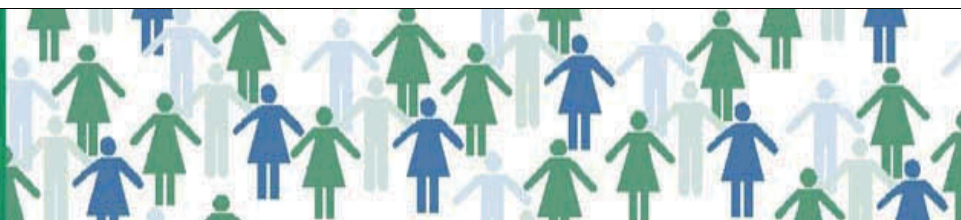
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People in Partnership for a Healthy Land

Oregon Civil Rights Advisory Committee
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OREGON CIVIL RIGHTS COMMITTEE - FSA & NRCS

The **Special Emphasis Programs** are created to improve the recruitment, job retention, and advancement opportunities of minorities, women and people with disabilities in the workplace. Special Emphasis Programs promote fairness and equity in the delivery of programs to our customers. They also help to educate our workforce about diversity among various races, genders, ethnic, and cultural groups so everyone has a better understanding and appreciation of our differences.

NRCS Hispanic Program Manager

Misty Vega Falcon

Pendleton Field Office
200 SE Hailey Ave. Suite #111
Pendleton, OR 97801
Phone: (541) 278-8049 x: 103

NRCS Disabilities Program Manager

Kacee Lathrop

Pendleton Field Office
200 SE Hailey Ave. Suite #111
Pendleton, OR 97801
Phone: (541) 278-8049 x: 106

NRCS Black Emphasis Program Manager

Cory Owens

MLRA Soil Survey Office
650 Hawthorne Ave. SE Suite # 130
Salem, OR 97301
Phone: (503) 399-5741 x: 134

NRCS Federal Women's Program Manager

Ginny Cairo

Roseburg Service Center
2440 NW Troost St., Suite 202
Roseburg, OR 97470
Phone: (541) 673-6071 x: 114

NRCS Asian Pacific Islander Program Manager

Dave Dishman

State Office
1201 NE Lloyd Blvd., Suite 900
Portland, OR 97232
Phone: (503) 414-3252

NRCS American Indian Program Manager

Gina Kerzman

Redmond Field Office
625 SE Salmon Avenue, Suite 4
Redmond, OR 97756
Phone: (541) 923-4358 x: 138

FSA Special Emphasis Program Manager

Phillip Morton

780 Bailey Hill Rd., Suite #5
Eugene, OR 97402
Phone: (541) 465-6443

FSA Civil Rights Coordinator

Darca Glasgow

2200 W. Second Street
McMinnville, OR 97128
Phone: (503) 472-1474 x: 103

NRCS Member-at-Large

Leo Preston

2200 W. 2nd Street
McMinnville, OR 97128
Phone: (503) 472-1474

FSA Member-at-Large

Trent Luschen

3990 Midway Dr.
Baker City, OR 97814
Phone: (541) 523-7121

FSA Member-at-Large

Amy Bell

625 SE Salmon Avenue, Suite 4
Redmond, OR 97756
Phone: (541) 923-4358

NRCS Civil Rights Advisor

Pedro Ramos

1201 NE Lloyd Blvd., Suite 900
Portland, OR 97232
Phone: (503) 414-3203



Oregon Civil Rights Advisory Committee
www.or.nrcs.usda.gov/about/civilrights.html

FSA Tel: (541) 472-1474
NRCS Tel: (541) 278-8049 x: 103

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